SMOKE SIGNALS

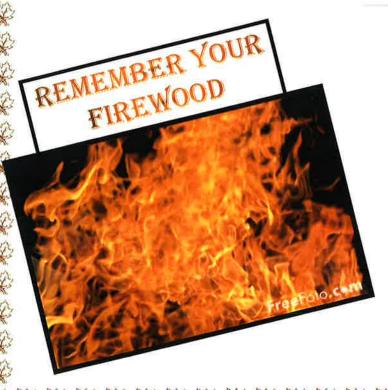
November 2019

Welcome to Fall









Upcoming Events

Community Movie Night

November 1st 6 p.m. Community Building

Vision Seminar

Economic Development Strategic Planning Meeting November 9th 9 a.m.-1 p.m. Community Building

Health Fair

November 15th 9 a.m.-5 p.m. November 16th 8 a.m.-Noon Community Building

Tribal Council Meeting

November 21, 2019 9:00 a.m. Tribal Council Chambers



Members of the Kaibab Band of Paiute Indians

Please provide your current mailing and email address to Kelly Strong the new Tribal Council Secretary.

Email: kstrong@kaibabpaiute-nsn.gov

Phone: 643-8334 or 435-899-1607

Mail: Kaibab Band of Paiute Indians







Congratulations Yolanda Rogers On your re-election for TRIBAL COUNCIL

NEWS FROM THE HOUSING DEPARTMENT

With the cold weather, remember to unscrew your water hoses from your outside faucet. If you don't, it can cause your water line to break.

NO ASHES IN THE DUMPSTERS. You can bury your ashes outside your home.

We would also like to remind everyone not to dump their grease down the kitchen sink. It can clog the sink and you will have backups in the line.

As a reminder, for all rental units, we are responsible for normal wear and tear on the home. But if it is something that was intentionally done, such as holes in the wall, grease in the line, toys in the sewer line, then you will be responsible for the cost to fix.

ALL work orders must be called in to either Kathryn 643-8315 or Yolanda 643-8308.

We will be having a Halloween house decorating contest. The winners will be announced at the tribal community Halloween party. We will have a winner from each village and a grand prize winner. Good luck.

We are going to be having a clean-up again. Our plan is to now have a biannual clean up every year, May and November. All big items can be placed in front of your house, by the road, starting November 1, 2019. All big items will be picked up November 12-14, 2019. On November 15 we will have road side clean up in each village and on the main roads going to the

villages. Lunch will be served on the 15th @ 11 am.



This sign is on most of the dumpsters. It tells you what you can and cannot put in the dumpster. We are having a problem with people putting furniture, bed frames, mattresses in the dumpsters. It clearly says no furniture, bed frames, mattresses. PLEASE FOLLOW THE GUIDELINES. Also we ask that your remember to bag your trash. Please contact us if you notice problems. It helps everyone.

Housing Committee has 2 seats available, please fill out an application at the tribal office, if interested.

Your cooperation is very much appreciated. Have a great rest of your October and November.

COMMUNITY CLEAN UP

We are planning to do another clean-up. You can start putting out your unwanted <u>BIG</u> items on the side of the road, in front of your house, beginning November 1, 2019. These items will not be picked up until, the week of November 12-14, 2019. The last day for pick up will be November 14, 2019. Yard trash that could fly away needs to be put into a trash bag. Trash bags will be available at our office, starting November 1st, you will need to come and pick them up.

November 15, 2019, we will have the villages road clean up, along with the main roads (from the store to the Kaibab community building & from HWY 389 stop sign to 6 mile village) clean up, starting at 8:00 am. Someone will be around to drop off trash bags. Lunch will be served at 11:00 am at the Tribal Office-conference room.

Now is the time to get rid of any unwanted big items. ABSOLUTELY NO HOUSEHOLD GARBAGE WILL BE ALLOWED, PLEASE TAKE IT TO THE DUMPSTERS. If there are bags of garbage it will not be picked up.





Tribal Gaming Racing

Boxing & MMA



Governor Douglas A. Ducey

Director Ted Voot

News Release

FOR IMMEDIATE RELEASE October 9, 2019

Media Contact | Caroline Oppleman 602.255.3814 | coppleman@azgaming.gov

Arizona Department of Gaming Reports \$28.9 Million Tribal Gaming Contributions to the State for the First Quarter of Fiscal Year 2020

Strong and steady upward trend continues.

PHOENIX - The Arizona Department of Gaming (ADG) announced today \$28,899,442 in tribal gaming contributions to the Arizona Benefits Fund for the State's first quarter of fiscal year (FY) 2020. This amount represents a 5.3 percent increase when compared to FY2019 and follows the highest year on record since the Arizona Tribal State Gaming Compacts were signed in 2003.

"We're pleased to report a strong start to the State's fiscal year 2020," said Ted Vogt, Director, Arizona Department of Gaming. "With this healthy increase of 5.3 percent, tribal gaming contributions have shown a steady upward trend for 10 consecutive quarters."

ADG distributed State FY2020 first quarter tribal gaming contributions to the Arizona Benefits Fund as follows:

Instructional Improvement Fund/Education	\$14,403,482
Trauma and Emergency Services Fund	\$7,201,741
Arizona Department of Gaming operating costs	\$2,600,950
Arizona Wildlife Conservation Fund	\$2,057,640
Tourism Fund	\$2,057,640
Problem Gambling Education, Treatment and Prevention	\$577,989
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FY2020 Q1 Total: tribal gaming contributions to the Arizona Benefits Fund.......\$28,899,442

Per the Arizona Tribal-State Gaming Compact, Tribes with casinos contribute 1 to 8 percent of their Class III gross gaming revenue to the state, cities, towns and counties. Currently, there are 24 Class III casinos in Arizona, which ADG regulates with Arizona tribes.

About ADG

Established by the Arizona State Legislature in 1995, ADG is the state regulatory agency for tribal gaming, racing and pari-mutuel/simulcast wagering, and unarmed combat sports. ADG also provides and supports education, prevention and treatment programs for people and families affected by problem gambling through its Division of Problem Gambling and 24-hour confidential helpline, 1-800-NEXT-STEP.

World-Class Gaming Regulation for a Stronger Arizona





PILEASE WELCOMIE

Oliver Homer, Facility Maintenance

Gale Stanfield, Transportation

Glendora Homer, Language

Kelly Strong, Tribal Council Secretary

Olivia Weissblum, Tutor

Maiya Osife, Events & Activities Coordinator

Lieutenant Sidney, BIA Law Enforcement

KAIBAB BAND OF PAIUTE INDIANS

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VISION SEMINAR

Members of the Kaibab Paiute Tribe

please join us for an

Economic Development Strategic Planning Meeting

presented by

COTA HOLDINGS, LLC

at the

Community Building

Saturday, November 9, 2019

9:00 a.m. to 1:00 p.m.

Tribal Members Let Your Voice Be Heard!

What is your Vision for Economic Development?

What Challenges do we face?

A light breakfast will be served



If you haven't received a

2019 Annual Membership Meeting Booklet

Please contact Kelly Strong:

Cmail: kstrong@kaibabpaiute-nsn.gov

Phone: 643-8334 or 435-899-1607

Mail a request to:

Kaibab Band of Paiute Indians Attn: Kelly Strong HC 65 Box 2









Education Connection

November 2019

Library Hours Mon-Thurs 9-4 Friday 9-3

Sun	Mon	Tue	Wed	Thu	Fri	Sat	
					TUTORING 12:30-4:30	2	
					Teen ART 1:00-3:00 pm		
					Community Movie Night 6pm		
3	4	5	6	7	8	9	
					TUTORING 12:30-4:30		
		FMUSD Board Mtg 6 pm		KCSD Board Mtg. 7 p.m.			
10	11	12	13	14	15	16	
	Veteran's Day Library Closed	Education Committee Meeting			TUTORING 12:30-4:30		
	CCSD Board Mig 6 pm	1:30 pm					
17	18	19	20	21 Tribal Council	22	23	
					TUTORING 12:30-4:30		
					Read a Thon 2:00-5:30 pm		
24	25	26	27	28	29	30	
	Parenting the Love and			Thanksgiving Library Closed	TUTORING 12:30-4:30		
	Logic Way 6:30-7:30						
		Check out our webpage for current information and flyers http://kpteducationlibrary.weebly.com/					

November Education EVENTS

Teens with H.E.A.R.T.

This month teens will be working on self portrait collages or paintings! Friday, November 1st 1:30 pm Tweens and Teens 12-18 Tribal Library EDUCATION
COMMITTEE
MEETING



NOVEMBER 12TH 1:30 PM RV PARK

Parenting the Love and Logic Way

This program provides parents, grandparents, and guardians an opportunity to gain practical and proven tools for raising respectful, responsible, and happy kids!

The Love and Logic techniques

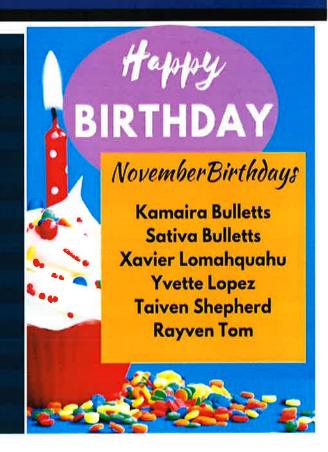
- Are simple and easy to learn
- · Teach responsibility and character
- · Lower your stress level
- Have immediate and positive effects
- Up the odds that you will enjoy lifelong positive relationships with your kids and grandkids!

Monday, November 25th

6:30-7:30

Community Building

Light refreshments will be served



Meet the Tutor

My name is Olivia Weissblum. I currently live in Kanab, but I lived the first 25 years of my life in Los Angeles. I attended a performing arts high school called CHAMPS in Van Nuys, where I was a full-blown drama kid, but I later moved away from theater and went on to study philosophy and computer science at Pomona College.

While I was working as a technical consultant at a small software company in my hometown, I started volunteering at a local cat rescue. I enjoyed it so much that I decided to finally move away from home to become a cat caregiver at Best Friends. For two-and-a-half years, I worked full-time taking care of cats. In the spring, I often worked in the kitten nursery, bottle-feeding newborn kittens. I am now enrolled in a three-semester online certification course in applied animal behavior.

Although I am not formally studying them, I love reading about astronomy, cosmology, psychology, programming, history, and foreign languages. I am a big fan of science fiction, particularly "hard science fiction" by authors like Ted Chiang and Frederik Pohl, which use rigorous scientific concepts to tell fantastic stories. I love science fiction movies and TV as well. One day, I would love to write my own book of science fiction short stories.

My hobbies include cooking, watercolor painting, comic-drawing, gardening, board games, music, Brazilian jiu-jitsu, and roller derby. My favorite food to cook are plum tarts and Hello Kitty-shaped steam buns. My gardening endeavors only started about three months ago and have so far included container herbs, giant sunflowers, and succulents, which I am proud to say are mostly still alive. I play the clarinet and a little bit of piano and guitar (mostly for fun – I am not very good at any of them). I just started learning to play the pennywhistle, which I am sure my roommates are thrilled about. The rest of the time, I enjoy just hanging out at my house with friends and my two cats, Helena-Montana and Jacques Cousteau.



November Library EVENTS



Camp Read-a-Thon

COME LOUNGE IN TENTS, ROAST MARSHMALLOWS, PLAY CAMP GAMES AND READ ALL KINDS OF BOOKS!

READERS OF ALL AGES ARE WELCOME!

COMMUNITY BUILDING FRIDAY, NOVEMBER 22ND 2:00-5:30 PM



Human Resources

HC 65 Box 2 Fredonia, AZ 86022

Phone: (928) 643-7245 Fax: (888) 294-9453

E-mail: <u>HR@kaibabpaiute-nsn.gov</u> Website: <u>www.kaibabpaiute-nsn.gov</u>



Employment Opportunities – October 18, 2019

Chevron Station Manager: Full-Time/Benefits after 90-days; Wage DOQ

The Manager is responsible for the leadership, management vision, and overall success of the Red Cliffs Chevron Station and Convenience Store. The Manager is responsible to ensure the facility has the proper controls, reporting, and people in place to effectively and efficiently grow the business to ensure profitability, and a positive customer experience. Is responsible for all personnel management including, but not limited to, selection, performance appraisals, professional development, and termination. Directs and coordinates all business activities, including pricing, sales, and distribution of products. Ensures the timely and accurate delivery of invoices, check requests, weekly and monthly reports. Reviews financial statements, sales and activity reports and other performance data to measure productivity and goal achievement. Ensures a clean and safe work environment for employees and customers. Implement improvements and cost containment to assure profitability and success of the business. Ensures all policies and procedures are followed. Responsible for store inventory, point-of-sales accurate recordkeeping, and sound money management practices. Works to develop and maintain productive business relations with vendors, suppliers, and all business partners. Stay Current with industry trends. Ensure store assets are properly maintained. Know and follow all applicable OSHA, federal, and tribal laws and regulations. All other duties as assigned or required.

CHR Diabetes Health Educator: Full-Time/Benefits after 90 days; \$12.00 or DOQ

This position works within the scope of the diabetes, fitness, and health education grant; educating on proper nutrition and fitness to minimize incidence of diabetes within the tribal communities. Develops and implements a plan of care on assessments of nutritional needs and available sources. Correlates the plan with other health care services. Evaluates nutritional care and provides follow-up continuity of care. Instructs individuals and families in nutritional principles, diet, food selection, and economics and adapts to teaching plans to individual lifestyle and cultural preferences. Input data into SOS (IHS) database, participate in interactive webinars and conference calls, and attend all required meetings and trainings. Plans, conducts and evaluates dietary studies and participates in diabetic-related studies with nutritional components. Monitor blood sugar, educate monthly, and A1-C testing every three months. Prepare and submit monthly, quarterly, and annual reports. Prepare and teach quarterly nutrition inclasses.

Human Resources Director: Full-Time/Benefits after 90 days; Wage DOQ

The Human Resources Director works closely with all tribal government departments and business enterprises to ensure compliance with applicable laws, regulations, guidelines, and the Kaibab Band of Paiutes policies, procedures and established practices. The Human Resources Director oversees a full range of duties in the major areas of human resource management and provides leadership, direction, and management in supporting departments and programs. Areas of responsibility include regulatory

and policy compliance, policy development and administration, internal communications, performance evaluation management, classification and compensation, recruitment and selection, employee records management, employee relations, addressing broad and complex personnel issues, training and organizational development, and serves as a point of contact for the employee benefit plan. Implement and integrate HR services and processes to meet the needs of the tribal government and tribal enterprises. Serve as a source of information on policy and procedural requirements pertaining to all phases of personnel actions. Provide general technical assistance on personnel rules, regulations, policies, and procedures. Problem-solve human resource related issues pertaining to the Kaibab Paiute ibe.

Tamarisk Project - Sawyer: Full-Time, Seasonal/No Benefits; \$15.00 DOE

The primary objective of Tamarisk Project is removing the non-native, invasive tamarisk along the Cottonwood Wash and other areas where needed. The Sawyer is responsible for all sawyer activities._ Must to interact well with other staff members. Must have verifiable sawyer experience and the ability to use hand saws and other hand tools. Must have the ability to work in extreme weather conditions in the outdoors and know proper care for long exposure to prevent injury. Must be able to work the direct supervision of the Lead Person. Must be able to follow directions closely and possess knowledge of proper use of safety equipment. Use of a chipper machine is recommended but not required. Mechanical aptitude is a plus.

Tamarisk Project - Laborers (3 positions): Full-Time, Seasonal/No Benefits; \$11.00

The primary objective of Tamarisk Project is removing the non-native, invasive tamarisk along the Cottonwood Wash and other areas where needed. Work outdoors using hand saws and other hand tools. Must have the ability to work in extreme weather conditions in the outdoors and know proper care for long exposure to prevent injury. When trained, must be able to work with limited or no direct supervision. Mechanical aptitude is a plus. Must be able to follow directions closely and possess knowledge of proper of safety equipment. Must be able to work under the direct supervision of the Lead Person and be to interact well with other staff members.

Title XX Homemaker/Title VI: Full-Time/Benefits after 90 days; \$12.00 hr

Maintain safe and sanitary living conditions for eligible individuals. Cleaning tasks include dusting, cleaning floors, bathrooms, windows (if necessary, to attain safe or sanitary living conditions); cleaning oven and refrigerator (if necessary to prepare food safely); cleaning kitchen; washing dishes; changing linens; making beds; and routine maintenance of household appliances. Washing, drying and folding laundry. Ironing to be included if clothes cannot be worn otherwise. Shopping for and storing household supplies. Chopping and stacking wood along with cutting kindling for wood stoves. Provide some transportation needs for personal errands.

Red Cliffs Chevron Assistant Manager: Full-Time/Benefits after 90 days; \$12.00/DOQ

Assist manager with daily operations of the Red Cliffs Chevron Station/Convenience Store by helping to ensure the overall success of the store. Assist with controls, reporting, and staff to efficiently grow the business to ensure profitability. Provide training to new cashiers in all aspects of cashier duties and responsibilities. Plan and prepare work schedules and assign duties necessary in day-to-day operations. Perform cashier duties, inventory merchandise, reconcile cash with sales receipts, keep operating records, and prepare daily record of transactions. Order merchandise weekly to keep store properly stocked. Ensure store employees are following established security, sales, and record keeping

procedures and practices. Prepare daily reports, invoices, gasoline data, etc. All other duties as assigned.

Red Cliffs Chevron Cashier (2): Full-Time/Benefits after 90-days; Part-Time/No Benefits; \$11.00 hr This position requires familiarity with cashiering and retail sales. The applicant must be able to provide pleasant and courteous service to customers according to tribal goals, policies and procedures. Must have excellent customer service skills and can engage with customers. The cashiers must also be able to keep the manager informed of general inventory needs and will be accountable for cash and receipts during each shift. Must be able to handle cash transactions, be responsible for general cleanup, restocking of inventory and performing all related duties as necessary. Be able to work all shifts including evening, weekend and holidays and must be able to closely follow written and oral instructions.

Kaibab Early Learning Center Director: Full-Time/Benefits after 90-days; Wage DOQ

The Kaibab Early Learning Center is seeking an enthusiastic, motivated Director. The Director is responsible for overseeing the day-to-day operations of the Early Learning Center to ensure the children and staff are provided a safe learning environment. Duties include the following: assure the Center is a safe, nurturing place for the children to learn; implement activities that inspire and encourage social, physical and intellectual development; give the children in the Center's care the opportunity to explore each day, help them understand and expand their individual interests, assert their independence and build self-esteem; prepare children to enter elementary school. Minimum qualifications are very specific and must be followed. Please see full position announcement for required qualifications.

KELC Lead Teacher: Full Time/Benefits after 90 days; \$12.00 hr, DOQ*

The Kaibab Early Learning Center is seeking an enthusiastic and motivated Lead Teacher to oversee the classroom. This individual will provide a safe, nurturing, learning environment and implement activities that inspire and encourage social, physical and intellectual development. KELC children/students range from age 2 ½ (must be potty trained) until they start Kindergarten. They need direction to help them explore and expand their individual interests, assert independence, build self-esteem and prepare them to enter elementary school. Provide information to parents regarding their child(ren)'s progress. Maintain an environment that is respectful of family cultures and values. Assist the Director in keeping parents/guardians informed by posting parent information on the parent information board by the Learning Center entry, including lesson plans, daily schedules, special activities, etc. Supervise children and be actively involved in their daily activities and transitions. All other duties as assigned.

Day Laborer: Temporary/No Benefits, \$11.00 hr

From time to time, the Kaibab Band of Paiute Indians may hire employees for specific periods of time or for the completion of a specific project. The job assignment, work schedule and duration of the position will be determined on an individual basis. Duties and responsibilities will vary from department to department depending on assignment. No person employed under this policy and procedure may work for more than two calendar weeks at the same position for the same program. Any employment activity taking longer than two weeks to complete must follow normal temporary hire procedures.

Kaibab Band of Paiute Indians Wildlife, Fisheries & Parks Department

Tribal Hunts:

- a. January 1, 2019 to November 17, 2019
- b. Second Hunt: December 12 -29, 2019 Management Hunt.
- c. White tag paper needs to be filled out and retuned to Wildlife Department, two days after the each hunt ends.

You need a permit before you go on the mountain to hunt.

Remember there is NO Alcohol or Drugs ALLOWED, while hunting.

Certified Hunters can only kill Does or Management Buck, No Trophy size deer.

Please notify this Department if you see anyone doing something wrong.

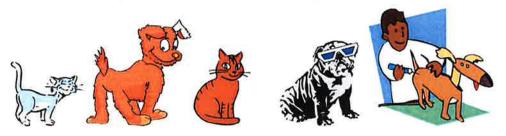
Minors Hunters Safety Card – On the internet go to hunter-ed.com – Everyone one 10 to 18 needs to attend a hunter's safety course or they need to attend one of the ones we do every October during the Youth Hunt, the child will need one to get a hunting permit. This is not something new it has been in the Ordinance since the beginning. It is better to get a Hunters Safety card in the state you live in so you can participate in there State hunts.

Fire Wood – You don't need a permit to get fire wood, unless you are selling it off the Reservation. But, to get wood for personal use or for a Tribal Member. The only wood you can't it is ok, you can get wood anywhere on the reservation, as long as it is not green.

Back Dirt Roads – If for some reason you take the back roads, beware of the sand and mud, remember to tell someone where you are going and about what time you will return, take a lot of water, some snacks, matches, and bring a shovel, tow chain, and a jack (Handyman), Cell phone may or may not work, and pickup all litter, KEEP MAIN GATES CLOSED!!!, if the road gets sandy or muddy turn back you don't want to get stuck. If you know of someone that has gone out and not returned call this Department at any time, (office or Home) contact any Wildlife Committee member, or BIA-Police. This will only be to get you home, but if asked to be pulled you out, you may be charged a fee.

Any questions or concerns contact Danny Bulletts, Jr. at 643-8305 or Email me at dbullettsjr@kaibabpaiute-nsn.gov.

FREE RABIES VACCINATION CLINIC - CATS & DOGS



Thursday, November 14th, 2019

WHERE:

KAIBAB-PAIUTE COMMUNITY CENTER

TIME:

9:00AM TO 10:30AM

WHERE:

JUNIPER COMMUNITY

TIME:

10:30AM TO 11:30AM

WHERE:

RED HILLS COMMUNITY

TIME:

1:00PM TO 2:00PM

WHERE:

EAGLE MOUNTAIN COMMUNITY

TIME:

2:30PM TO 3:30PM

This clinic is provided for dogs and cats only. Animals must be HEALTHY and at least 3 months old to receive the rabies vaccine. All dogs MUST BE restrained on a LEASH, and cats MUST BE transported in a CAGE, on a LEASH, or in PILLOW CASE.

For questions, please contact IH5 Office of Environmental Health at 928.737.6275 or the Wildlife, Fisheries, & Parks Department at 928.643.8305

2020 Southern Paiute Consortium Monitoring Trip, June 15-25, 2020

SOUTHERN PAIUTE



Its that time of year to sign up for the Monitoring River Trip.

Please contact Charley Bulletts @

435-899-9580 cell

Leave message

Or send E-mail to cbulletts@kaibabpaiute-nsn.gov



Water Quality Kaibab Band of Paiute Indians

Fall is in the air and though it may seem odd now is the time to prepare for Spring. It has been a dry summer and we did not have a monsoon season this year which is all the more reason to look forward to spring.

One question I was asked at POWWOW was some problems this person was having with the trees he planted that are yellowish and have some dead in them. Our soil here has most nutrients for most plants. The main thing that it needs constantly is nitrogen. And now is the time to put nitrogen into the soil. By putting it in now the roots will take it in and store it over the winter. The exception to this is for Rose trees and bushes as too much nitrogen keeps them from "going to sleep" for their winter rest. Look for the first number of the formula of fertilizers. That is the percentage of Nitrogen in the fertilizer. I normally go with 20 (21)-0-0 or Ammonium Sulfate.

If your shrubs or trees have yellow leaves with the veins green, they may be suffering from Iron Chlorosis. Our soil has iron in it (thus the redness of the soil) but some plants are not able to absorb this iron and become deficient. Regular iron supplements will not help. These plants need "Chelated" iron. This supplement will allow the plant to more easily absorb the iron and get back to its own green self.

Another problem some are having is bores. These are the termites of living trees. If you see spots of sap coming from your tree you may have them. There is really no simple answer to this. But you can start by cutting any outer limbs that are showing signs of an infestation. Keeping your trees healthy is another way. Finally, the use of "Dormant oil spray" may help. Especially spraying it on any freshly cut branches. Be sure to only use this spray on fruit trees in the fall and winter. All other trees may be sprayed at any time

If you have any questions feel free to contact me.

Scott W. King

Water Quality Specialist

Kaibab Band of Paiute Indians

sking@kaibabpaiute-nsn.gov

435-899-1512